

UNDERSTANDING WHITE PRIVILEGE, POWER AND CULTURAL SAFETY

Half-Day Executive Workshop | Facilitators: We Al-li

Experiential Learning

This workshop invites participants to deepen cultural confidence through an embodied, trauma-integrated understanding of whiteness, power, privilege and their impacts within organisational systems. Grounded in the We Al-li Culturally Informed Trauma Integrated Healing Approach (CITIHA), the session supports participants to move from head-based concepts into heart-based relational learning.

Through storytelling, experiential processes, reflective practice and group dialogue, leaders will explore how privilege and positional power operate within their roles, workplaces and decision-making structures. The session builds capacity for culturally safe leadership, accountability, and shared responsibility in creating environments where Aboriginal and Torres Strait Islander staff, residents and communities feel safe, valued and culturally held.

Workshop Aims

- Build cultural confidence and awareness of how power and privilege operate in systems.
- Support deeper comprehension of whiteness as a structural position rather than personal blame.
- Promote trauma-integrated leadership that recognises historical, intergenerational and institutional trauma.
- Create space for embodied learning using the We Al-li 7Rs: Respect, Rights, Responsibility, Relatedness, Resilience, Reciprocity, Resonance.
- Strengthen leaders' capacity to create culturally safe, accountable, relational organisational environments.

Workshop Objectives

By the end of the workshop participants will be able to:

1. Identify how white privilege and power shape organisational culture and decision-making.
2. Understand how intergenerational trauma interacts with contemporary systems and leadership behaviour.
3. Recognise how cultural safety is created (and disrupted) through everyday actions, policies and relationships.
4. Apply the We Al-li 7Rs as a leadership framework for shared accountability and relational practice.
5. Articulate concrete commitments for strengthening cultural safety, equity and trust within AHL environments.

Course Outline

This half-day workshop invites participants to deepen cultural confidence through an embodied, trauma-integrated understanding of whiteness, power, privilege and their impacts within organisational systems. Grounded in the We Al-li Culturally Informed Trauma Integrated Healing Approach (CITIHA), the session supports participants to move from head-based concepts into heart-based relational learning. Through storytelling, experiential processes, reflective practice and group dialogue, participants will explore how privilege and positional power operate within their roles, workplaces and decision-making structures. Topics include the Violence–Trauma–Power Vortex, intergenerational trauma and structural racism. The session aims to build cultural confidence and awareness of how power and privilege operate in systems and will promote trauma-integrated leadership/workplace that recognises historical, intergenerational and institutional trauma. The workshop builds capacity for culturally safe leadership, accountability, and shared responsibility in creating environments where Aboriginal and Torres Strait Islander staff, residents and communities feel safe, valued and culturally held.

Participant Learning Outcomes

1. Identify how white privilege and power shape organisational culture and decision-making.
2. Understand how intergenerational trauma interacts with contemporary systems and leadership behaviour.
3. Recognise how cultural safety is created (and disrupted) through everyday actions, policies and relationships.
4. Deeper comprehension of whiteness as a structural position rather than personal blame.
5. Apply the We Al-li 7Rs – Respect, Rights, Responsibility, Relatedness, Resilience, Reciprocity, Resonance – as a leadership framework for shared accountability and relational practice.
6. Articulate concrete commitments for strengthening cultural safety, equity and trust within the organisation.